

# HVAC Workforce Subcommittee 04.07.2023

## Review for Equity and Engagement Discussion

### Section 1: Centering this Work

Workforce Recommendation #5: Engagement is designed to ensure that diversity, equity, inclusion and access are centered in all workforce recommendation efforts, leading to deeper relational health and wellbeing outcomes - for the HV workforce, for Washington families and for the communities where they live. The Workforce Engagement recommendation prioritizes and centers those voices most impacted by all twelve (12) HVAC recommendations as follows (but is not be limited to):

***Underserved and Underrepresented Voices***, including:

- BIPOC and rural workforces, families and communities
- families with experience receiving home visiting services,
- families and communities furthest from adequate family and parenting services and resources
- individuals and organizations reflecting the cultural and lived experiences of their communities
- early learning sectors with historically low wages

***The Home Visiting Services Account (HVSA) Workforce***, including:

- 200+ Home Visitors, who carry average caseloads of 15 families
- 60+ Supervisors and Program Managers directly supporting their work.
- Other positions within Local Implementing Agencies (LIA's) that support HVSA providers; varying by organization and model; and often including staff supporting data entry, finance, and infant mental health consultation.
- DCYF, DOH and Start Early staff providing direct services to HVSA workforce.

***Other Home Visiting voices across Washington State***, including

- HVSA LIA's and other local and public agencies that house and deliver evidence-based and evidence-informed home visiting services
- Providers serving families through other federal or state funding sources, such as Early Head Start and King County's Best Start for Kids.
- Voices of HVSA systems staff, professional development providers, and local and national model developers.
- HVSA systems staff and national and local model developers



***Reflection for HVAC WF Subcommittee Discussion:***

*Are the centering priorities listed here correct?*

*What may we be missing?*

## Section 2: Structuring Phase 1 Work: Vision and Scope

The current plan is to engage an equity consultant to help refine and shape the vision and scope of work relating to HVAC Workforce Development Recommendation #5: Engagement. We anticipate Phase 1 to ***begin in June 2023 and run through December 2024***, informing and overlapping all four phases. The purpose of Phase I work is to develop the vision and scope of Recommendation #5 implementation, as co-defined by community and government, including:

1. ***Develop, implement and manage a work plan to meet PHASE 1 goals.*** The plan should:
  - a. Recommend make up and authority of a Home Visiting Community Committee
  - b. Partner with DCYF to recruit committee of stakeholders that represent diverse perspectives - positionally, racially, and geographically.
  - c. Refine how committee members be recruited and compensated.
2. ***Convene Home Visiting Community Committee to refine engagement goals for overall HVAC Recommendations project, that:***
  - a. Center Racial Equity
  - b. Accurately reflect HVAC Recommendations
  - c. Build Relational Trust
  - d. Utilize liberatory design and targeted universalism strategies for engaging diverse stakeholders.
  - e. Establish evaluation protocols to regularly monitor progress made at systems, implementation, and outcomes levels.
3. ***In cooperation with DCYF and HV Community Committee, create engagement structure and implementation plan which will include development of the following:***
  - a. Guiding Principles and Engagement Framework that centers DEI
  - b. Communication and Outreach Protocols
  - c. Timeline for Scoping Phase, including intersection with Engagement Phase
  - d. Considerations for feedback loops including frequency and delivery
  - g. Convening structures and survey tools for outreach and engagement
  - h. Annual calendar for where engagement activities, feedback loops and outcome communications will predictably occur.
  - i. Equity, data and technology approaches to support deep and effective engagement.
  - j. Leadership and capacity development activities to support HV Community Committee capacity
  - k. Guidance and recommendations for decision making that shifts decision making power to community
4. ***Develop Structure and Budget to Support Robust Community Participation:***
  - a. Community engagement funding; meals, childcare, participant compensation, utilizing the Governor's Office of Equity guidance.  
See here: <https://equity.wa.gov/people/community-compensation-guidelines>

- b. Incorporate community strategies that support overarching proviso recommendation and workforce and true cost engagement recommendations:
  1. Elevate Community and Parent Voices
  2. Center need for home visiting model framework that supports rural-serving organizations and BIPOC-led organizations
  3. Center LIA's as experts in service delivery and elevate their voices in cost study related engagement.



**Reflection for HVAC WF Subcommittee Discussion:**

*What are important considerations as we think about incentivizing, compensating and recognizing the time and contributions of home visitors? of supervisors?*

5. **Installation/Prototype Phase:** Begin implementation of engagement activities, starting with introduction and reinforcement of project purpose and goals.  
**November 2023 – December 2024**
  - a. Establish oversight and convene regular HV Community Committee meetings
  - b. Implement communications to build awareness, understanding and readiness to participate at community, LIA and individual levels.
  - c. Complete development of survey tools and convening structures; refine engagement calendar, including regular loopback on findings to communities and individuals most impacted
  - d. Develop feedback practices to ensure robust feedback for *specific priority goals*:
    1. Equitable representation of voices
    2. Community and family needs
    3. Home Visiting caseload policies
    4. True cost of home visiting services



**Reflection for HVAC WF Subcommittee Discussion:**

*What questions do you have about the specific components or sequencing of engagement implementation? Are there consultants you've worked with before who come to mind? Other recommendations or feedback?*

**Thank you!!**

<https://www.dcyf.wa.gov/sites/default/files/pdf/reports/HVACRecommendations2022.pdf>